GOAL-A-ROMA 2

Focus: Goal setting, Performance, Motivation

Time: 15-20 minutes

Objectives:

1. Learn the importance of setting goals
2. Appreciate how goals influence performance and achievement
3. Understand how different reward systems influence behavior

Materials needed:

- Writing materials
- Group Reward Systems handout

Introduction:
Developing goals defines individual and group purposes. When goals are defined, the future is outlined, compelling us to move forward. Goals also provide direction for evaluation of resource allocation. Finally, different types of group goals can boost performance and achievement in different ways.

Directions:

1. Distribute handout to each participant.
2. Remind participants that payoffs for good performance in a group can be arranged in a number of different ways. Three types of reward systems are shown in the Group Reward Systems handout. Explain that the first two systems are fairly common. “one-to-one” is typical of many commission systems, and “Many-to-many” is common in team-driven environments. The “One-to-many” system is less common, but has some advantages over the other systems.
3. After reviewing these reward systems, have participants meet in small teams to
   a. Identify and review the systems that are currently used in their work environments
   b. Discuss possible improvements in these systems
4. Ask representatives from each group to summarize the findings of those groups, and lead a brief discussion about how different systems can be used to boost team performance.
5. Ask for a brief report from a representative of each team, and lead a discussion about the motivating power of visualizing a bright future.

Discussion Questions:

1. What type of group reward system is currently in use in your work environment?
2. Do different group reward systems work better for different people and work environments? How so? Do all members of the group agree with the rewards?
3. How can you improve the group reward systems currently in use in your workplace?
## GROUP REWARD SYSTEMS

<table>
<thead>
<tr>
<th>SYSTEM</th>
<th>GOAL CRITERION</th>
<th>REWARD</th>
<th>OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>One-to-One</td>
<td>One person meets a specified goal.</td>
<td>Only that person is rewarded.</td>
<td>People are reluctant to help each other.</td>
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<tr>
<td>(i.e. commission)</td>
<td></td>
<td></td>
<td>People compete for resources.</td>
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<tr>
<td></td>
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<td>Only some individuals perform at a high level</td>
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<tr>
<td>Many-to-Many</td>
<td>Combined performance of the group meets a specified goal.</td>
<td>Everyone is rewarded</td>
<td>People help each other.</td>
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<tr>
<td>(e.g., team reward)</td>
<td></td>
<td></td>
<td>People share resources.</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Some people slack off and don’t pull their weight.</td>
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<tr>
<td>One-to-Many</td>
<td>One person meets a specified goal.</td>
<td>Everyone is rewarded</td>
<td>People help each other.</td>
</tr>
<tr>
<td>(e.g., reward sharing)</td>
<td></td>
<td></td>
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<tr>
<td></td>
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<td>Each individual performs at a high level.</td>
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